



APPENDIX D

BIAC EMD committee: Chairman's report 2023

Another interesting year during which we have made good progress in updating procedures and practices

My report again falls into 3 main sections with good progress to report in all:

- Interviews
- Application process
- Continuous Professional Development (CPD)

Interviews

We have continued with the "online" approach for all interviews primarily because it continues to make logistical sense and has significantly shortened the time between application and interview. Arranging the necessary interview timetables to get 3/4 people in the same "place" at the same time is more straightforward.

Thanks to Alex in the BIAC office for their efforts distributing the necessary documents and sorting out the zoomy stuff!

Thanks also for Ros Gough for her time and content input for the interviews. The process has been well received by all those interviewed (I think!) and less daunting than applicants were expecting.

I would therefore urge all those who have been Associates for some time to apply for full membership.

During 2022, BIAC has welcomed 27 new members including Ben Adams ABIAC, Laurence Gould Partnership; Samantha Allen ABIAC, Fisher German LLP; Carl Britt SBIAC, Hartpury University; Ellen Bryan ABIAC, Carter Jonas; George Bryant ABIAC; SJM Planning Ltd; Eleanor Chew ABIAC; Kernon Countryside Consultants Ltd; Amy Curtis ABIAC, Kernon Countryside Consultants Ltd; Toby Eve ABIAC, Brown & Co; Chloe Fewings SBIAC, Evolution ABS; Annabel Gardiner ABIAC, Andersons Eastern; Lauren Gaunt ABIAC, Kernon Countryside Consultants Ltd; Sarah Gerrard ABIAC, DJM Consulting Ltd; Alison Harvey SBIAC, Rural Advisor; Harry Henderson ABIAC; Janet Herniman MBIAC, Janet Herniman Business Support; George King MBIAC, Webb Paton; Helen Morris-Ruffle MBIAC, Visionary Planning UK; Sally Nicholls MBIAC, RSJ Farm Business Services; William Oliver MBIAC, WAJ Oliver; Thomas Procter ABIAC, Andersons Eastern; Amelia Rome ABIAC, The Andersons Centre; Katie Slawson SBIAC, SRH Agribusiness Ltd; Katie Tucker ABIAC, RSJ Farm Business Services; Alida Tysterman ABIAC, Brown & Co; David Warner MBIAC, Dalcour Maclaren; Olivia Whitford ABIAC, AKC & Paige Winters SBIAC.

Application Process

The updated application process via the BIAC website appears to be working well and all applications are now handled through the membership portal; online. Part of the detail required includes individual selection specialisms from a wide menu of options. Going forward the interview process will include discussion on the applicants' knowledge within some of those specialisms.

The reduced requirement for 1 submitted piece of work as the main project (rather than 2) and has enabled the interview to encompass a wider subject area for discussion with the Applicants. This now includes discussions on the sector specialisms entered as part of the application process.



I would remind all members to log on to the website to check and where necessary update their specialisms as there are some new fields for data entry. As this provides the search engine details for all those looking for assistance please ensure you have ticked specialisms for which you are appropriately qualified/ experienced.

Continuous Professional Development (CPD)

CPD is the other topic which has been reviewed and Council has recommended the proposed changes were approved for retrospective use from 1st January 2022. This change has allowed more of a focus on quality of content and action and brings BIAC more in line with other professional bodies.

The plan is to backdate the introduction of these changes to 1st January 2022. I hope the members will see the merit in these proposals and vote accordingly.

BIAC CPD: Revision of Requirements

As a reminder, the table and notes below the new CPD process now in practice.

There is always the option to seek clarification on points for specific items not listed below via the BIAC office; see note at the bottom.

It allocates specific points for the various categories of activities and also the maximum number in any category that will count towards the target in any one year.

The CPD requirement will now be a minimum of 20 points or with a minimum of 15 points will be in the structured category and 5 in the unstructured .

How can I gain Structured CPD points?

(training courses; workshops; briefings; conferences; writing articles; preparing talks)

Activity	Maximum points/ activity	Total points allowable towards total
Attend a BIAC conference (Business Management/ Rural Planning/ Wales Conference) online or in person	5	15
Attend a BIAC Regional Event online or in person	1.5	6
Attend a Conference aligned to your expertise online or in person	4	8
Complete a higher/ further education course	15	15
Complete a BIAC training course (Foundation 1 or Foundation 2)	15	15
Complete a BIAC workshop specific to your expertise online or in person	3	12
Complete a training course aligned to your expertise online or in person	3	12
Complete a workshop aligned to your expertise online or in person	3	9

Preparation and delivery of a presentation at a BIAC conference	3	6
Preparation and delivery of a presentation at a BIAC training course	3	6
Preparation and delivery of a presentation at a BIAC workshop	3	6
Preparation and delivery of a presentation at a conference/ training course/ workshop aligned to your expertise	3	6
Serve as a Council member of BIAC	4	4
Contribution to the organisation committee of a BIAC conference/ training course/ workshop	4	8
Preparation and delivery of a BIAC Regional Event	4	8
Pre-plan your CPD for the year ahead	1	1

How can I gain Unstructured CPD points?

(reading technical journals; reading trade magazines; attending meetings, farm walks, demonstrations and shows)

Read technical Journals or publications aligned to your expertise	2	2
Read technical Journal or publications in support of your wider knowledge	2	2
Attend farm walks/ demonstrations/ industry-related shows online or in person	1	5
Attend a technical briefing online or in person	2	5

Notes;

- 1) If any member feels that the points awarded for a specific event or activity attended merits a higher tariff they can make representations to the BIAC office for consideration of the content. Their decision will be final.
- 2) Any member who feels they are unable to complete their CPD requirement for the year may also make representations at the earliest opportunity and in strict confidence to the BIAC office for consideration. Again, their decision on the matter will be final.

George Cook, Chairman EMD 09/02/22